

Jack Sullivan

Partner

sullivan.jack@dorsey.com

Minneapolis – 612.492.6176



Jack brings a practical, business-focused mindset to his work advising employers and representing them in litigation.

Jack leads Dorsey's firm-wide Labor & Employment practice group with a diverse practice encompassing a wide range of employment and labor issues. **As an advisor**, Jack counsels C-suite executives, owners of closely held and small businesses, human resources leaders, and in-house lawyers on complex questions, including: medical and disability accommodation and leave issues; non-competition, non-solicitation, and trade-secret obligations; responding to unionization efforts and managing union relationships; and assessing high-risk hiring, discipline, and termination decisions. **As a litigator**, Jack prosecutes and defends actions to protect clients' trade secrets and ensure compliance with their contract rights in non-competition and non-solicitation matters. He also defends against alleged violations of state and federal employment laws and represents employers during investigations and proceedings brought by or before the Occupational Safety and Health Administration, the Equal Employment Opportunity Commission, the National Labor Relations Board, and other federal and state agencies.

Jack's advice to clients is informed and strengthened by his own professional experience as a manager, as he served as a newsroom leader and editor during his first career as a journalist – and so knows first-hand the challenges and rewards of effectively hiring, training, and managing employees.

Select Experience

Representative employment litigation and advice.

- Won summary judgment in federal court action dismissing all claims against international employer facing employment-discrimination and retaliation accusations.
- Won summary judgment in federal court declaratory judgment action, defeating competitor's attempt to enforce non-competition agreement against sales

Education

- University of Minnesota Law School (J.D., 2010)
 - *magna cum laude*; ABA-BNA Award for Excellence in the Study of Labor and Employment Law; founding Editor-in-Chief, *ABA Journal of Labor & Employment Law*
- University of St. Thomas (B.A., 1993)
 - *cum laude*

Bar Admissions

- Minnesota
- North Dakota
- Wisconsin

representative and his new employer.

- Leveraged discovery requests and strategic third-party subpoenas to convince plaintiff to drop unfounded Family and Medical Leave Act (FMLA) claim, with no financial payment from client.
- As part of trial team representing terminated employee, defeated trade-secrets claim and won favorable jury verdict and attorneys' fees on counterclaim for FMLA violation.

Court Admissions

- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court for the District of Minnesota
- U.S. District Court for the District of North Dakota

Professional Affiliations

- Member and former president of the Board of Directors, Minnesota Justice Foundation (a non-profit corporation that creates opportunities for law students to engage in public interest and pro bono legal service and increases the capacity of civil legal aid agencies)
- Co-creator of and adjunct professor in University of Minnesota Law School Employment Law Clinic
- Member, American Bar Association
- Member, Minnesota State Bar Association
- Member, Hennepin County Bar Association

Clerkships

- Minnesota Supreme Court, Justice G. Barry Anderson, 2010–2011

Accolades

- *Best Lawyers® Ones to Watch in America*, 2022-2026
- *Minnesota Lawyer*, Legal 250, 2026
- Thomson Reuters, "Stand-Out Lawyers," 2025
- Consistently providing pro bono legal assistance to those in need through Dorsey's Pro Bono program
- Dorsey & Whitney – Scales of Justice Team Award (Veterans Rights Team), 2025
- MSBA, North Star Lawyer, 2015-2018, 2020, 2022-2025
- *Minnesota Super Lawyers®*, "Rising Star," 2014-2020
- *Minnesota Lawyer*, "Up & Coming Attorney," 2018

Additional Information

- Jack Sullivan, *Article: Pooled Special-Needs Trusts: An Exception that Should be the Rule to Protect Adults with Developmental Disabilities*, 27 LAW & INEQ. 441 (2009)

Dorsey Work Watch

April 22, 2024

How bad is bad enough to sue? The U.S. Supreme Court clarifies when a work transfer is “adverse” enough to support a lawsuit under Title VII.

December 5, 2023

What obligations do employers have in responding to employees’ objections to vaccine mandates following the Supreme Court’s decision in Groff v. DeJoy?

June 2, 2023

The General Counsel for the National Labor Relations Board (“NLRB”), Jennifer Abruzzo, has recently issued two memorandums significantly changing how employers must draft separation agreements and opining on the enforceability of noncompetition agreements. Can she do that?

May 18, 2023

EEOC, Other Federal Agencies Set the Pace for Employers Using AI in the Workplace

March 2, 2023

Can employers require employees to accept confidentiality and non-disparagement obligations in exchange for severance pay?

July 3, 2018

How Important are Irreparable Injury Provisions in Non-Compete Agreements?

August 21, 2017

If a Whistleblower is Just Playing the Same Old Tune, Does the Law Protect Him?

Insights

December 30, 2025

Justice Department Eliminates Disparate-Impact Liability Under Title VI

June 9, 2025

Justices Reject Higher Standard for “Reverse Discrimination” Claims

February 20, 2025

Biden Administration Labor Law Initiatives Swept Away

November 22, 2024

A Federal District Court Struck Down the Department of Labor’s Minimum Salary Increase for Exempt Employees: Now What?

June 5, 2023

Dorsey Partner Jack Sullivan Provides Insight on the Supreme Court’s Glacier

Decision

June 1, 2023

Dorsey Partner Jack Sullivan on Lesson for Employers Following SCOTUS *Glacier* Ruling

February 2, 2023

Tensions Continue to Rise as Labor Organizing and Enforcement Both Increase Going in to 2023

January 14, 2022

Jack Sullivan Discusses MN COVID-19 Rules

November 8, 2021

OSHA's COVID-19 Vaccination or Weekly Testing Mandate: Legal Status and Employer Next Steps

June 23, 2021

U.S. Supreme Court Decision Affects California Agricultural Growers

December 23, 2020

Mandating COVID-19 Vaccinations in the Workplace: Practical Considerations for Employers

December 8, 2020

Dorsey Partner Jack Sullivan Discusses Employers Requiring COVID Vaccines

September 12, 2019

NLRB Adopts "Contract Coverage" Standard to Apply to an Employer's Unilateral Changes to Terms and Conditions of Employment

January 8, 2019

Dorsey Partner Jack Sullivan Comments on Supreme Court Expanding Arbitration

June 29, 2018

Words on the Page: How Important are Irreparable Injury Provisions in Non-Compete Agreements?